

# Central Commission Cultural Diversity and Psychology 2019

Tasks assigned by the Board of the Dutch Association of Psychologists (Nederlands Instituut van Psychologen, henceforth: NIP)

- To expand **psychology as a science** with topics related to the increasing cultural diversity in society. To provide advice based on scientific evidence and clinical practice and to actively expand the educational curricula to encompass these topics.
- Aiding **the psychologist as a practitioner** by increasing the practical applicability of supplied knowledge and competencies with regard to differences in backgrounds of clients (*cultural sensitivity*), but also by pointing out those areas in which more knowledge is needed. To help psychologists understand and develop their societal role (i.e. social responsibility) with regard to cultural diversity.
- To help **the NIP as an association of psychologists** to become a leader and relevant discussion partner in the societal debate on (cultural) diversity. To promote collaboration and commitment between members with regard to these topics.

## **Mission Statement**

Does the professional training of psychologists equip them sufficiently to work in a culturally diverse society? Are psychologists sufficiently aware of the consequences of a multicultural social for both theory and practice of psychology? Are our tests validated in this context and are they fair and equivalent? Do all psychologists get equal opportunities in the labor market? Are our treatment methods and protocols equally suitable to all clients?

In the upcoming years, these and other cultural diversity-related questions will be taken into consideration by the Central Commission 'Cultural Diversity and Psychology'. Furthermore, important challenges will be investigated and necessary tools will be provided to deal with these challenges.

## **Vision**

Culture and psychology is a relatively new but promising field at the intersection of many other and similarly new fields and disciplines.

Culture as a system of meanings shared by people is connected to psychology in several ways. Culture enables people to envision the world they live in, to act, and to communicate with others. In our view, cultural diversity refers to the variability in world views, opinions, and behavior within a society; it refers to majorities and minorities; to dominance and subordination; to what is appropriate and what is not.

On the one hand, cultural diversity in the Dutch society is increasing due to the worldwide global movement of people, goods and information and due to the subsequent social reactions to these changes. At the same time, we are dealing with a cultural hybridity which decreases the usefulness of traditional perspectives with regard to the cultures of different populations. It is apparent that clinical practice and science in the Netherlands are not yet up to speed with these developments. However, psychologists cannot simply ignore these changes in their daily practice. Such disregard would seriously limit the quality and effectivity of psychologists' clinical practice. Furthermore, the cultural diversity among the Dutch workforce of psychologists seems to lag behind the developments in Dutch society as a whole, which is not conducive to attaining an accurate reflection of these diverse backgrounds in our field.

The time has therefore come for psychologists (and those in training), regardless of their specific line of work or specialization, to become more aware of the meaning and consequences of cultural diversity for the field of psychology and to develop those cultural competencies that will enable them to adequately handle the abovementioned challenges.

## **Mission**

The Central Commission 'Cultural Diversity and Psychology' aims to increase the cultural competencies of psychologists and increase the diversity of the workforce of psychologists in the Netherlands.

In the upcoming years, the commission has the following general goals:

- To prepare psychologists for their work in a culturally diverse context through training and lifelong learning and improve the educational curricula with regard to these topics
- To improve fairness and sensitivity to diversity in psychological tests and practices/methods
- To increase the diversity in (cultural) backgrounds of psychologists in the Netherlands to reflect the increasing cultural diversity in the Dutch society
- To stimulate a discussion across the entire NIP about the meaning of cultural diversity for the daily practice of psychologists
- To examine the possibilities of a chair in Cultural Diversity and Psychology

Central to these goals is the practical applicability of knowledge and competencies across various fields in psychology; the commission would like to accomplish this through consistent connections with these fields.

In the execution of these tasks, the commission aims to collaborate both with other commission and sections of the NIP, as well as training and education institutions and academia.

## **Tasks for 2019-2021**

With this in mind, the foremost goals of the Committee for the next three years are:

- Reviewing and expanding the Sindbad- and Sherazade prizes as NIP-wide prizes
- Connecting with and maintaining existing contacts with NIP-members
- Facilitating the network 'Interculturalisation'
- Increasing the awareness of the existence and content of the 'Generieke module Diversiteit' among psychologists in mental health care institutions
- Testing the applicability of the 'Algemene Standaard Testgebruik' on clients with a migration background and providing recommendations for improvement of this instrument
- Advising universities on structural changes to their curricula
- Improving the dissemination of best practices
- Developing/founding a specific database ('Kennisdatabank') that is updated on a yearly basis with relevant documents
- To report relevant barriers and possible improvements to the Board of the NIP.

## **Committee members**

Byron Adams, Ph.D – policy and advice

Sanne Franzen, MSc – PR

Michael Bender, Ph.D - policy and advice

Drs. Maryanne Breijer – project leader Sindbad- and Sherezadeprize, intercultural studyguide

Drs. Rob van Dijk – policy and advice

Dr. Victor Kouratovsky – policy and advice

Drs. Cristina Vellinga, MRes – policy and advice

Members are appointed by the Board of NIP and take part in the committee independently and on their own behalf, without being bound by any instructions or consultation.